Reg. No. KL/TV(N)/12

KERALA GAZETTE

EXTRAORDINARY

PUBLISHED BY AUTHORITY

Vol. XXVI] Trivandrum, Saturday, 10th January 1981 / 20th Pousha 1902 [No. 33

GOVERNMENT OF KERALA

Labour (E) Department

NOTIFICATION

No. 49071/E1/80/LBR. *Dated, Trivandrum, 9th January,* 1981.

The following proposals regarding the revision of rates of wages payable to the employees employed in the tea, rubber, coffee and cardamom plantations in the State as specified in the schedules below which the Government of Kerala proposes to make in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), and in supersession of Notifications No. 1124/E1/LBR. dated the 20th March, 1974 published in the Kerala Gazette Extraordinary No. 302 dated the 20th March, 1974, No. 1110/E1/73/LBR. dated the 20th March, 1974 published in the Kerala Gazette Extraordinary No. 301 dated the 20th March, 1974, No. 1129/E1/73/LBR. dated the 20th March, 1974, published in the Kerala Gazette Extraordinary No. 303 dated the 20th March, 1974, is hereby published for the information of all persons likely to be affected thereby as required by clause (b) of sub-section (1) of section 5 of the said Act.

Notice is hereby given that the proposals will be taken up for consideration on or after 10th March 1981 and that any representation that may be received from any person with respect to the said proposals on or before the above date will be considered by the Government. All representations shall be addressed to the Special Secretary to Government, Labour Department, Secretariat, Trivandrum-1.

33/107/MC.

SCHEDULE I

Tea Plantations

1. *For time-rated working*
Minimum Time-rates (Basic wages)

	Rs. P.
(a) *Field workers*	
Adult workers	6 45 per day
Adolescents	4 83 ,,
Children	3 87 ,,

(b) *Factory workers*

Factory workers shall be paid the following differentials in addition to the time-rates fixed for the respective categories.

Adult workers	Re. 1 per day

The term "Factory" for this purpose means any place where a manufacturing process is carried on irrespective of the number of workers employed.

2. *For piece-rated workers*

(a) *Standard output*

(i)	In the months of January, February and August	Nine kgs. of leaves per day
(ii)	In the remaining months of the year	Twelve kgs. of leaves per day

(b) *Guaranteed time rates (Basic wages)*

Adult workers	Rs. 3.87 per day

Where adolescents are engaged and do work as adults they shall also be paid the wages payable to adult workers.

(c) *Minimum piece-rates*

Pluckers in the Plantations shall be paid the following piece-rates over and above the guaranteed time-rates;—

(i) 28.7 paise per kg. for the first 9 kgs. of plucked leaves during a day in January, February and August.

(ii) 21.5 paise per kg. for the first 12 kgs. of leaves plucked during a day in the other months of the year.

(iii) 16 paise per kg. over and above the standard output.

(d) *Adjustment of piece-rates*

Where the plucking average for an estate over a month is found to be less than the standard output, wages for the month shall be paid at a revised piece-rate calculated on the basis of the actual average for the month which should be taken as the standard. The rates should be such that after deducting 10 per cent from the revised standard output the remaining quantity will give the worker an amount equal to the difference between the minimum wages and the guaranteed time-rates of a worker. A plucker shall be entitled to receive this rate for the leaf plucked on every day of that month upto the revised standard daily output for that month.

3. *Supervisors and Special Categories* (*Basic wages*)

Supervisors and special categories shall be paid wages on monthly basis in the scale of pay of Rs. 200-5-250-6-286-7-307. Special Categories are (1) Mechanics, (2) Electricians, (3) Wireman, (4) Laboratory Technician, (5) Fitter, (6) Driver (Lorry/Tractor/Ambulance/Car/Jeep/Engine), (7) Carpenter, (8) Masons and (9) Blacksmiths.

SCHEDULE II

Rubber Plantations

1. *For time-rated working*
Minimum time-rates (*Basic wages*)

(a) *Field workers*

	Rs. P.
Adult workers	7 90 per day
Adolescents	5 9[illegible]
Children	4 [illegible]

Time-rated Tappers will be given a differential [illegible] the time-rate of an adult worker.

(b) *Factory workers*

Factory workers shall be paid the following differential in addition to the time-rate, fixed for the respective categories.

Factory workmen will be eligible for a differential of Re. 1 per day. The factory workers of I.C.P. and Crumb Factories will however be entitled to a further special allowance of Rs. 25 per mensem.

The term "Factory" for this purpose means any place where a manufacturing process is carried on irrespective of the number of workers employed.

2. (a) *For piece-rated workers:—*

Class I.	Yielding below 113 kgs. per acre per annum.	1.5 kgs. per day
Class II.	Yield 113 kgs. and above upto 181 kgs. per acre per annum	2.5 ,,
Class III.	Yield above 181 kgs. upto 272 kgs. per acre per annum	4.5 ,,
Class IV.	Yielding above 272 kgs. per acre per annum	6.5 ,,

(b) Guaranteed time-rates shall be Rs. 4.47 (basic wages) per day.

(c) Tappers in Rubber Plantations shall be paid piece-rates at the following rates over and above the guaranteed time-rates:—

Class I Rs. 2 Ps. 41.3 per kg. for the first 1.5 kg. of rubber collected on a day

Class II	Re. 1 ps. 44.8	do.	2.5	do.
Class III	Re. 0 ps. 80.4	do.	4.5	do.
Class IV	Re. 0 ps. 55.6	do.	6.5	do.

(d) *Adjustment of Piece-rates*

When the tapping average in any month falls below the standard output for the particular class of Rubber concerned, the actual average should be taken as the standard for the month and tappers should be paid for the Rubber collected on each day of that month upto the new standard output at a revised piece-rate. This rate shall be such that after deducting two per cent from the new standard output, the balance of the quantity will give an amount equal to the difference between the basic wages and the guaranteed time-rate.

(e) *Supervisors and special categories*

Special Categories are (1) Mechanics (2) Electricians (3) Wiremen (4) Laboratory Technicians (5) Fitters and (6) Driver (Lorry/Tractor/Ambulance/Car/Jeep/Engine).

Supervisors and special categories shall be paid wages on monthly basis in the scale of pay of Rs. 230-6-290-7-360-8-440.

Overkilo rate

The overkilo rate for Latex will be 75 paise per kilogram, and for scrap rubber will be 50 paise per kilogram above the standard output. The crop for the Standard output will be worked out in the actual proportion of latex and scrap brought by the tapper, Scrap includes tree lace, cuplump, shell scrap, virgin lump, latex lump etc. This will be calculated and paid on monthly basis.

SCHEDULE III

Coffee Plantations

1. *For time rated working* (*Basic wages*)

	Rs.	P.	
Adult workers	6	45	per day
Adolescent workers	4	83	,,
Children	3	87	,,

2. *For piece rated working*

7.5 paise per litre of coffee picked over and above the standard output of 70 litres per day.

Supervisors and Special categories

Supervisors and special categories shall be paid wages on monthly basis in the scale of pay of Rs. 200-5-250-6-286-7-307. Special Categories are (1) Mechanics, (2) Electricians, (3) Wiremen, (4) Laboratory Technicians, (5) Fitters and (6) Drivers (Lorry/Tractor/Ambulance/Car/Jeep/Engine).

SCHEDULE IV

Cardamom Plantations

1. *For time rated working* (*Basic wages*)

	Rs.	P.	
Adult workers	6	45	per day
Adolescent workers	4	83	,,
Children	3	87	,,

2. *Supervisors & Special Categories*

Supervisors and special category shall be paid wages on monthly basis in the scale of pay of Rs. 200-5-250-6-287-7-307. Special Categories are (1) Mechanics (2) Electricians (3) Wiremen (4) Laboratory Technicians (5) Fitters and (6) Drivers (Lorry/Tractor/Ambulance/Car/Jeep/Engine).

GENERAL (APPLICABLE TO ALL CATEGORIES)

The following workers will be entitled to a differential of Re. 1.

1. Pruners
2. Spraying workers
3. Tinkers
4. Telephone operators
5. Hospital Ward Boys
6. Hospital Ward Girls
7. Hospital attendants
8. Dressers
9. Medical orderlies
10. Painters
11. Cooks
12. Sweepers
13. Creche attendants
14. Tappal Men
15. Tappal Peons
16. Peons
17. Factory/Field/Gate/Watchmen
18. Pump Drivers/Operators
19. Greasers
20. Cleaners
21. Porters
22. Foresters
23. Tea Chest makers
24. Vehicle Attenders

DEARNESS ALLOWANCE

The basic wages mentioned above are equated to 100 points of the new Consumer Price Index number (Base: 1970-100) published for Ernakulam Centre. The workers shall be eligible for Dearness Allowance for the increase in the average Consumer Price Index number of the Ernakulam Centre for the previous three months above 100 points.

The rate of Dearness Allowance shall be as follows:—

Adults	4.5 paise per point per day
Adolescents and Children	3.38 do.

The Supervisors and Special Categories of employees will be paid Dearness Allowance at the rate of Rs. 1.35 per point per mensem for increase over 100 points in the Consumer Price Index number published for the Ernakulam Centre (Base: 1970-100).

The above Dearness Allowance is subject to adjustment on 1st January, 1st April, 1st October every year on the basis of the average Consumer Price Index numbers published for Ernakulam Centre for the previous three months, beginning from 1st July, 1st October, 1st January and 1st April respectively.

Full Employment

The minimum rates of wages notified above are based on the assumption that employers will provide work for their workers throughout the year failing which the workers will be given their minimum wages for the days on which they are involuntarily unemployed. But the obligation of the employer is only to offer some kind of work connected with the Plantations and a worker who refuses to accept that work will automatically forfeit his claim to the wages also.

By order of the Governor,

C. P. Nair,

Special Secretary.

Explanatory Note

(This does not form part of the notification but intended to indicate its general purport).

Government have decided to revise the minimum rates of wages payable to the employees in Tea, Rubber, Coffee and Cardamom Plantations in the State.

This notification is intended to achieve the above object.

PRINTED AND PUBLISHED BY THE S. G. P. AT THE GOVERNMENT PRESS, TRIVANDRUM, 1981.